

NAF PAY SYSTEMS

PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after July 9, 1999, are as follows: Average increases of 21 cents (3.3 percent) for Level 1 and 22 cents (2.7 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase was effective the first day of the first pay period beginning on or after January 1, 1999.

SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY JOB TITLE</u>	<u>WEIGHTED MATCHES</u>	<u>AVERAGE</u>	<u>RANGE</u>	
			<u>HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	59	6.62	8.77	6.00
CASHIER-CHECKER	162	6.00	8.25	5.40
OFFICE CASHIER	7	7.86	8.75	6.20
DESK CLERK	269	6.55	8.26	5.90
NF - 2				
HEAD SALES PERSON	35	7.73	8.85	6.50
STORE DETECTIVE	11	9.12	13.14	6.75
SECRETARY	45	9.57	9.93	7.01
ACCOUNTING TECHNICIAN	25	9.40	10.71	8.00
NF - 3				
DEPARTMENT MANAGER	41	9.81	10.75	6.60
EXECUTIVE SECRETARY	10	10.84	12.37	9.00
BOOKKEEPER	13	10.35	14.20	8.20

WAGE AREA : #111 Norfolk/Portsmouth/Virginia Beach, VA

ORDER DATE: May 7, 1999

SURVEY : 014/015-22